

MiTEAM consists of 4 competencies

Competency 1: Engagement. This is a series of intentional interventions that work together in an integrated way to successfully establish a relationship with children, parents and other individuals. Caseworkers will engage with the child, mother, father, extended family, primary caregiver, professionals working with the family and other team members for the purpose of building an authentic and collaborative working relationship. Supervisors will educate, model and coach caseworkers in key caseworkers in the key caseworker activities of engagement.

Competency 2: Teaming. This is a collective effort that necessitates a team approach. Caseworkers will form a team comprised of the important people in the child's and family's life that meets, talk and plans together. Caseworkers will ensure team functioning by making sure the team has the ability and cultural competence to design effective services and supports. Supervisors will educate, model and coach caseworkers in effective teaming practices such as team formation, coordination and facilitation to ensure proper team functioning.

Competency 3: Assessment. This is an ongoing process of information gathering, analysis and collaborative decision making that includes parents, children, extended family members, caregivers and professionals as partners. A comprehensive family assessment is a compilation of evaluations used to design plans and provide children and families services that focus on safety, permanency and the wellbeing.

Competency 4: Mentoring. This is a developmental partnership in which one person shares knowledge, skills, information, and perspective to foster and empower the personal and professional growth of another person. This may mean that a caseworker may mentor a parent, a supervisor mentoring a caseworker or a peer coach mentoring a supervisor. Teaming and mentoring must work hand in hand to create the kind of opportunity for collaboration, goal achievement and problem solving on multiple levels. Mentoring is the ability to empower others.

MiTEAM consists of 7 coaching labs delivered in a workshop setting. You will attend coaching labs with your unit and your supervisor. Coaching labs have a capacity requirement of 15-20 participants

Trauma –Informed Engagement Coaching Lab- This workshop is designed to raise participants' level of skill and confidence in using trauma-informed engagement skills; to practice the core condition of empathy; recognize and acknowledge the power differential that is inherent in our work with families; raise their awareness of personal biases and triggers that impede consistent engagement with families.

Trauma-Informed Teaming Coaching Lab- This workshop is designed to raise participants' level of skill and confidence in forming a meaningful team with children, youth, and adults; practice empowering the family to recruit team members who have cultural competence, technical competence, and time to fulfill commitments to focus on child/youth and family safety, permanence, and well-being.

Trauma-Informed Assessment Coaching Lab- This workshop is designed to raise participants' level of skill and confidence in using trauma informed assessments with children, youth and adults; and use the analysis phase of the assessment process to understand the underlying causes of the problem or behaviors.

Resiliency Case Planning Coaching Lab- This coaching lab is designed to raise participants' level of skill – and their confidence – in fostering a family's voice, choice, and resiliency in the case-planning process. Participants will examine strategies for capturing family members' voices, enabling them to make empowered choices, and building their resiliency. Participants also will refine the art of brainstorming, a tool they can use to identify quality actions steps with a family and team.

Trauma-Informed Case Planning Implementation	(Will occur October)
Trauma-Informed Placement Coaching Lab	(Will occur in November)
Trauma- Informed Mentoring Coaching Lab	(Will occur in Dec/Jan)

MiTEAM Introduction Continued:

In addition to coaching labs that are attended by caseworkers and their supervisors, Supervisory Small Group Sessions occur and are attended by supervisors to identify ways to strengthen themselves, build support among their peers and build competency and confidence with their staff.

Supervisors will assess caseworkers understanding and implementation of the MiTEAM Case Practice Model by utilizing the Fidelity Tool. The Fidelity tool is an instrument that measures the quality of service that is provided by a caseworker to a family. (It is currently being critiqued by the design team).

MiTEAM Activity:

Please note: Not every county/county cluster or agency will have an assigned MiTEAM Specialist. Supervisors or mentors will be responsible for assisting the caseworker in completing the homework when the county/county cluster does not have a MiTEAM Specialist or the private agency did not have the capacity to designate a full-time MiTEAM Specialist.

1. Review **Michigan Case Practice Model Manual**. Pay specific attention to the MiTEAM Competencies, Fidelity Tool Measures, Key Caseworker Activities, and Practice Guidance.
2. Schedule a time with the local MiTEAM Specialist or direct supervisor to:
 - a. Ask questions regarding the MiTEAM competencies reviewed in the Case Practice Model Manual document.
 - b. Discuss the importance of the MiTEAM Specialist's role in growth and development around the MiTEAM competencies.
 - c. Complete a Caseworker Self-Assessment Tool.
 - d. Explore areas marked as "not comfortable" in the Caseworker Self-Assessment Tool. Work with the MiTEAM Specialist to develop a plan of action to increase the workers comfort level in specific areas. Develop an objective, action steps and timeframes. The MiTEAM Specialist will coach the caseworker through this process. Area's without a MiTEAM Specialist will be encouraged to complete this work with their assigned supervisor.